

ANNUAL REPORT

2021



PLASP
Child Care Services

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Contact Information

For information about our programs, please visit our website, send us an email or call the PLASP Head Office if you have a general question. For specific program inquiries, please speak with the PLASP staff at your school.

Phone:
905.890.1711
Fax:
905.890.6947
Email:
childcare@plasp.com

PLASP Head Office
[60 Courtneypark Drive West,
Unit #5](http://60CourtneyparkDriveWestUnit5MississaugaONL5W0B3)
Mississauga, ON
L5W 0B3

Support Services Hotline
647.484.4372
1.888.739.4102 (long distance)

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President and CEO Message

We thrive together

Resilience is all about being able to overcome the unexpected. The goal of resilience is to thrive. Jamais Cascio

As we look back at PLASP's 45th year, a year that saw us continuing to cope with the local impact of the global pandemic, what stands out is the amazing resilience, commitment and dedication of PLASP community.

This has been a year of challenges not previously imagined, but we have prioritized serving PLASP families and the larger community. The past year has reinforced our understanding that belonging to community is essential not only to survive, but also to thrive.

PLASP focused on community in our pandemic response

The 2020-2021 school year demanded flexibility and responsiveness.

We provided essential service all year in our Early Learning and Child Care Centres.

Our Before and After School Programs opened and closed in tandem with schools several times throughout the year. And, while our EarlyON Centres were not open to the community, we continued to provide virtual programming during the year, giving families resources to keep young children engaged and learning.

Our focus during 2020-2021 was and continues to be keeping our staff, children and families safe during the pandemic using comprehensive measures for those attending and serving our programs.

Community is at the heart of PLASP strategic plan

We continue to make our mission of "Supporting families by providing high-quality programs – "where children thrive and want to be" central to our operations. Our strategic plan identifies four pillars, (1) people (2) programs (3) partnerships and (4) resources. We have extended the plan to June 2023, giving us time to achieve our goals.

Continued...



Inclusion and justice are essential for our community to thrive

COVID-19 is not the only challenge we face in developing the ability of our children and our community to thrive. PLASP has always been committed to diversity, equity and inclusion, and we have vigorously embraced that commitment like never before. Guided by our strategy to LEAD (Learn, Educate, Act and Demonstrate), we have put words into action. We have spent time building our shared understanding about the complex history and issues facing racialized and marginalized communities.

Our community shows its support

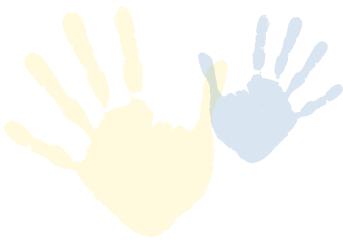
The Brampton Board of Trade recognized PLASP in October 2020 with the Healthy Workplace Business Award of Excellence. Readers of the Brampton Guardian and Mississauga News continued to select PLASP with Readers Choice awards.

Community continues to be focus

Through the past year, we have continued to demonstrate our focus on supporting and serving our community. Communication has been more important than ever before – and we have kept in close contact with staff, families and our community through emails, video messages, blogs, social media, our website – and more.

Our partnerships with the Ministry of Education, municipal governments, local health departments, schools and school boards have strengthened during the past year, as we have continued to work together on behalf of our communities.

When we look back at the 2020-2021 year, we have reason to be proud of the strength and resilience of our PLASP community. We will continue to thrive together.



Nadya Tymochenko
President



Lynn Hiebert
Chief Executive Officer

Programs

For the 2020/2021 school year, PLASP operated programs in 240 school locations. Schools were heavily impacted by closures throughout the year due to the COVID-19 pandemic. Early Learning and Child Care Centres remained open throughout the year. f were closed for most of the year but programing continued virtually.

School Lists

Overall PLASP Program Information

- 236 School Age Locations
- 209 Full Day Kindergarten Locations
- 28 Early Childhood Education Child Care Centres

School Age – Program Facts

- 835 Programs
- 225 Before School Programs
- 236 After School Programs

Kindergarten – Program Facts

- 475 Programs
- 175 Before School Programs
- 209 After School Programs

Throughout the pandemic, PLASP continued to serve many families who continued to work outside their home, with their children attending our programs.

- 10,407 Children Served
- 8,052 Families Served

- **10,407 children served**
- **8,052 families served**
- **1,439 programs**
- **240 locations**



EarlyON Programs and Activities

PLASP EarlyON – Supporting Families Virtually

PLASP EarlyON remained dedicated to serving families across our five EarlyON locations throughout the closure of in-person sessions. Between January and June of 2021, PLASP EarlyON provided 39 unique sessions of live, virtual programming, serving 128 children and parent/caregivers and covering a variety of topics including:

- Live nutrition sessions with Registered Dietician Karen Miller-Krawczyk;
- Family Group Time – providing families a chance to connect with one another online;
- Fast or Slow – Here we GO! – focusing on physical literacy;
- Me Time – A chance for parents and caregivers to connect online and ask our EarlyON staff questions regarding child development;
- HandsON Art & Sensory – an opportunity for children and caregivers to express their creativity; and
- Embracing Inclusion at PLASP.



PLASP EarlyON recognized that while staying home, families needed flexibility, and so provided the following learning resources covering a variety of topics including literacy, art and music, diversity, and inclusion, gross-motor skills, STEM and outdoor play – all for families to utilize at their own convenience:

- 88 unique [blog](#) activities, featuring photo and detailed descriptions and activity instructions.
- YouTube series "[Journey to Learning](#)," with 23 episodes of play-based learning ideas.
- The debut of PLASP EarlyON's [TikTok](#) channel, featuring 15 videos focusing primarily on nature and outdoor play.
- Frequently posting to our PLASP EarlyON [Facebook](#) and [Instagram](#) pages.



Events

PLASP's Virtual Annual Parent and Community Meeting

Due to COVID-19, PLASP held a virtual Annual Parent Meeting on Monday, October 26, 2020. This year we were excited to have a presenter that the whole family could enjoy – Splash 'N Boots. With 682 online guests in attendance, Splash 'N Boots engaged families with their favourite songs and a series of trivia questions that had children answering and winning prizes throughout the presentation.

On Thursday, October 22, the Annual Report along with video messages from Lynn Hiebert, CEO and Nadya Tymochenko, President, were shared via email to all staff, parents and community contacts along with posting on PLASP's social media and website.



Award Winning

PLASP continued to be recognized by the community. In October 2020, PLASP won the Brampton Board of Trade Business Excellence Award for Healthy Workplaces. This award recognizes a business that creates and supports healthy workplace environments in the areas of occupational health and safety, health and lifestyle practices, healthy organizational culture, as well as organizational social responsibility.

PLASP was also the winner of several Readers' Choice Awards. Readers from the Brampton Guardian awarded PLASP with the platinum award for Best Daycare/Child Care in Brampton. Readers of the Mississauga News awarded PLASP with the diamond award for Best Nursery School and gold for Best Daycare/Childcare in Mississauga.



Diversity, Equity, and Inclusion

PLASP Census

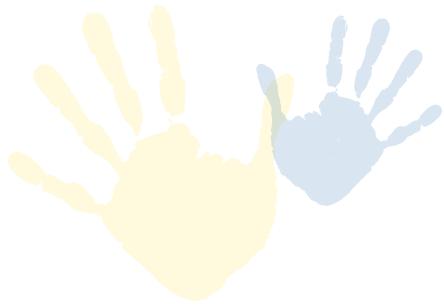
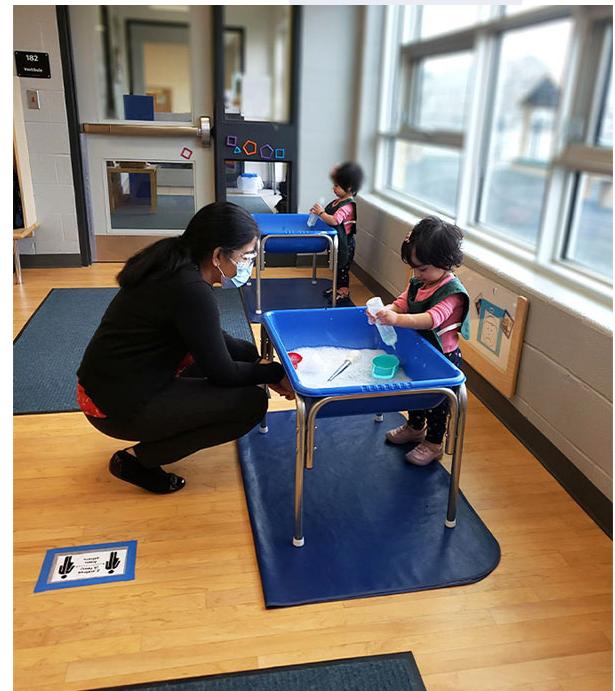
In 2020, PLASP renewed its commitment to living our core values of equity, diversity, and inclusion by taking meaningful and intentional action to combat anti-racism and discrimination. Guided by our strategy to L.E.A.D. (Learn, Educate, Act, and Demonstrate) we have implemented a number of initiatives focused on leadership learning and education about the complex history and issues facing racialized and marginalized communities.

In March, PLASP conducted a Workforce Census to better understand who we are as a workforce by gathering opinions and feedback directly from staff that could be used to help improve the work experiences for all employees and help address anti-racism and discrimination.

Forty-nine percent (49%) of all staff completed the census. Information was shared through a digital poster which had an infographic highlighting results of the Census, a summary report and appendices breaking down all the results.

These initiatives will help shape and inform our policy development and create the foundation for the development of KPIs and performance measurements to ensure we are continuously making and sustaining progress towards our goals.

We look forward to continuing our dialogue and efforts to advance and progress diversity, equity, and inclusion at PLASP.



COVID-19 – Year In Review

Operating during COVID-19

The 2020/2021 school year will be remembered as the year of the COVID-19 pandemic. Schools opened and closed throughout the year to control the growing number of cases in our communities.

PLASP welcomed families back to our Early Learning and Child Care Centres on July 13, 2020 after being closed for four months. Our centres remained open throughout the year to service families with children 5 years old and younger, enabling parents and caregivers to focus on their workday.

As we prepared to open our Before and After School Programs in September, many new protocols and policies were put in place for the health and safety of staff and children in programs. New training was developed and meetings were held to update staff on the expectations and new program environments.

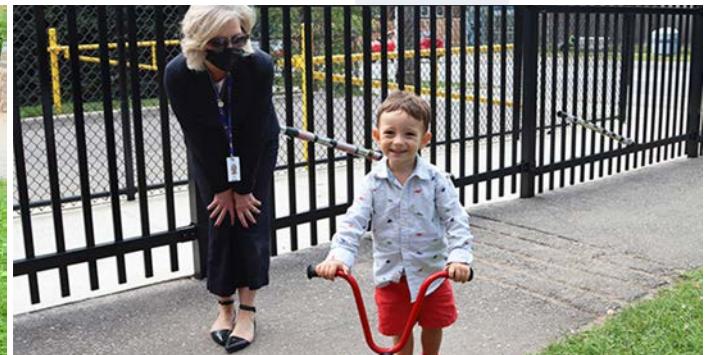
Throughout the year, we continued to work with the Ministry of Education and health departments as more information about COVID-19 was learned. This information was shared with parents and staff implementing new procedures in programs to control the spread.

Communication was vital throughout the year, with information shared regularly with staff and parents. Many PLASP programs closed due to confirmed cases of COVID-19 identified. Working with health departments, communication on steps for individuals to follow were emailed to staff and parents.

PLASP head office staff continued to support parents and program staff all year, mainly working from home. Staff had full access to their work and were able to provide uninterrupted assistance and service.

By early 2021, vaccinations were introduced across the country. PLASP advocated for child care workers to receive their vaccine as they were considered essential workers and cared for children daily in our child care centers. By the end of April, all child care workers could receive the vaccine.

As we look towards a new school year, we are ever hopeful in curbing the spread of this virus that has changed the way we live and work.



People

Staff

PLASP had 1,382 staff providing high-quality programs and administrative support to families in the 20/21 school year. It was a difficult year for many staff who worked in our school age programs, as part of the year, schools remained closed to students due to the COVID-19 pandemic. PLASP continued to support staff by providing updates through email communication regularly.

Preparing staff for back to school included new training on COVID-19 protocols and procedures. All training and Area Meetings for staff were conducted virtually.

Courses available to staff included:

- Self-Esteem
- Programs at PLASP
- The Four Foundations of Learning
- Program Standards
- Embracing Inclusion at PLASP



Strategic Direction

Work on PLASP strategic plan continued to move forward, however, COVID-19 did slow down the progress of many of the projects. Due to the pandemic PLASP's Board of Directors agreed to extend the life of the strategic plan by a year, to the end of June 2023. This additional year will help us to achieve our goals.

PLASP's four strategic priorities focus on People, Programs, Partnerships, and Resources.



PLASP reported total revenue of \$56.2 million in the fiscal year ended June 30, 2021. Revenue increased 3.1% compared to the prior fiscal year due to increased pandemic funding. Federal, provincial, and municipal governments provided enhanced funding to assist the child care sector.

In fiscal 2021, PLASP expenses were reduced by 5.6% compared to the prior year. The excess of total revenues over total expenses was 11.5%. Throughout the most recent fiscal year, PLASP continued to maintain a strong financial position

PLASP Team

2020/2021 PLASP Board of Directors



Nadya Tymochenko
President



Taufic Saliba
Vice President



Sherry Fodor*
Past President



Patrick Lim*
Treasurer and Secretary



Angela Hopewell
Board Member



Kashif Khwaja*
Board Member



Terry Mack*
Board Member



David Neale
Board Member



Paul Street*
Board Member

SENIOR MANAGEMENT TEAM

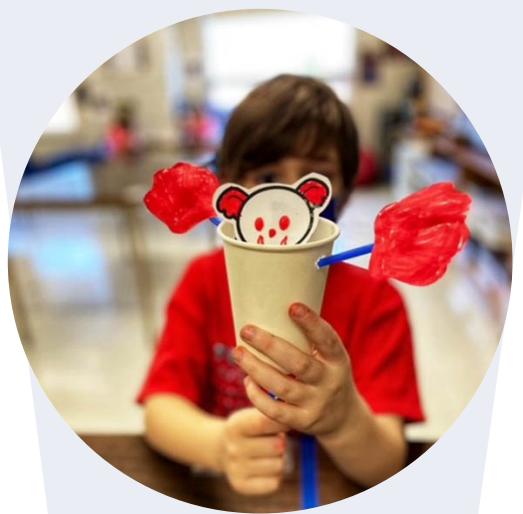
Lynn Hiebert	Chief Executive Officer
Duncan Fletcher	Vice President, Financial Management, Planning and Analysis
Jeff deFreitas	Vice President, Operations
Wayne Edwards	Vice President, Human Resources
Agnes Long	Controller
Leslie Howard	Director, IT

* Represents current/past PLASP parent

PLASP Donors

Claudette Benjamin
Cynthia Chow
Anne Corbin
Jihan El Talmas

Frank Gue
Colleen Healy
Esther Rambajan
Giuseppina Thomson

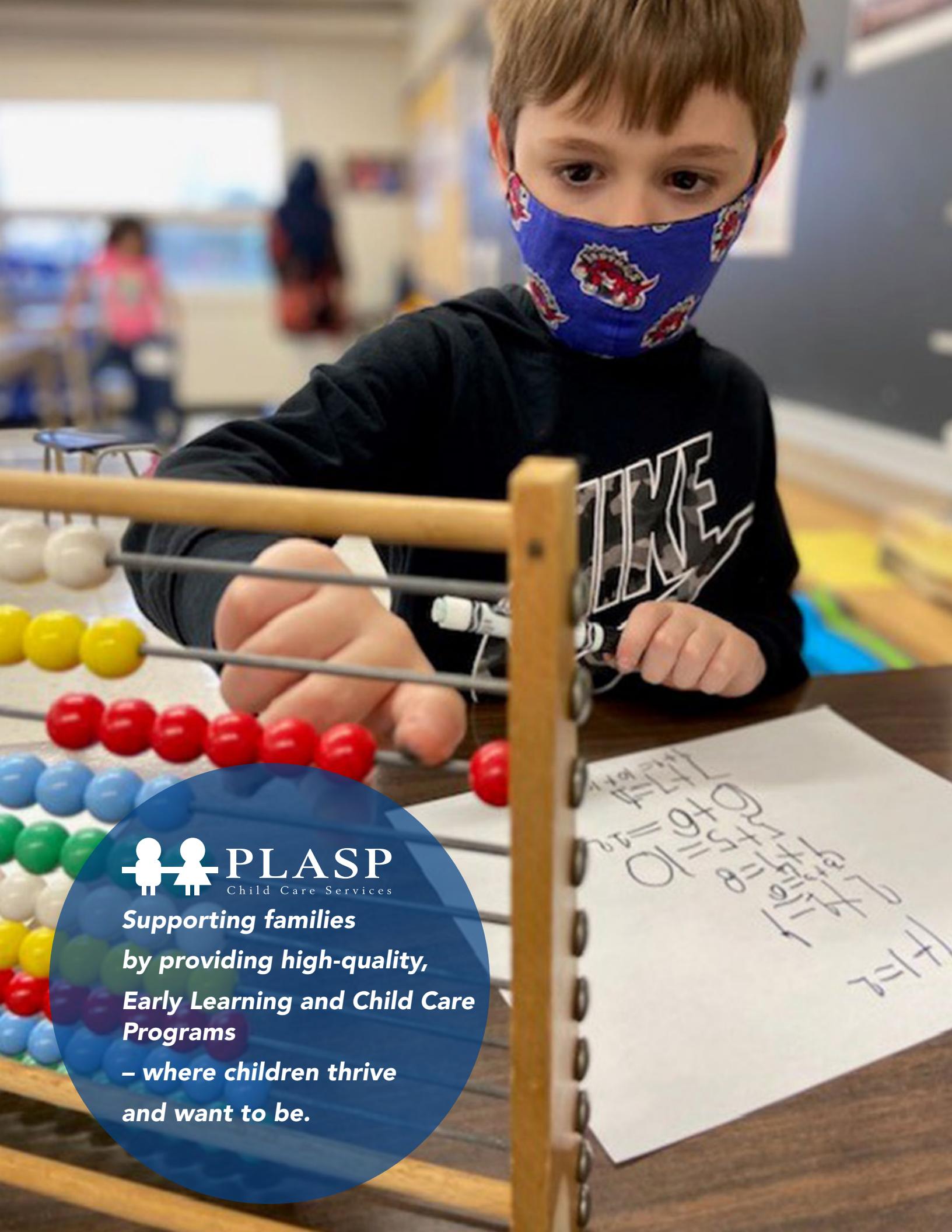


Community Partners

Association of Early Childhood Educators of Ontario - Peel Branch
Banyan Work Health Solutions Inc.
Brampton Board of Trade
Brampton Caledon Community Living
Child Development Resource Connection Peel (CDRCP)
City of Brampton
City of Mississauga
City of Toronto
Community Living Mississauga
Creative Zone
Dufferin-Peel Catholic District School Board
ErinoakKids Centre for Treatment and Development
EveryMind
Family Day Care Services
Humber College Institute of Technology and Advanced Learning
Infant and Child Development Services Peel
Mentor College
Ministry of Education
Mississauga Board of Trade
Newcomer Centre of Peel
Peel Children's Aid
Peel District School Board
Polycultural Immigrant and Community Services
Quality Early Learning Network (QELN)
Regional Diversity Roundtable (RDR)
Regional Municipality of Peel
Retired Teachers of Ontario
Seneca College of Applied Arts and Technology

Sheridan Institute of Technology and Advanced Learning
Toronto Catholic District School Board
Toronto Children's Services
Toronto District School Board
Town of Caledon
United Way of Greater Toronto
University of Guelph-Humber
University of Toronto
YMCA of Greater Toronto





PLASP
Child Care Services

**Supporting families
by providing high-quality,
Early Learning and Child Care
Programs
– where children thrive
and want to be.**

1+4=5
4+1=5
5-1=4
5-4=1
1+9=10
9+1=10
10-1=9
10-9=1
5+5=10
10-5=5
8+2=10
10-2=8
7+3=10
10-3=7
6+4=10
10-4=6